



CARRYING CONCEALED AS A RETIRED LAW ENFORCEMENT OFFICER

Our statistics show that the law enforcement population in Michigan is getting increasingly older. As a result, many of you may be formulating plans for retirement. There is a lot to think about when making preparations. The decision to carry a concealed weapon during retirement may be one of your considerations. This article offers a brief summary of what both state and federal laws say about your authorization to carry a concealed weapon as a retired law enforcement officer.

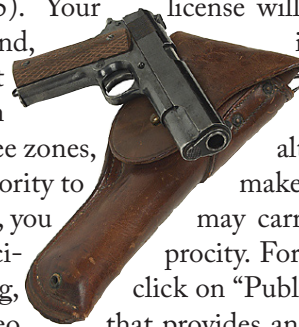
As you know, state law allows licensed law enforcement officers to carry concealed weapons, whether on duty or off duty (MCL 750.231), subject to agency policies and procedures. However, once you retire, this authority expires. As a retiree, you have no more legal authority than a regular citizen, which includes the requirement to obtain a concealed pistol license (CPL) to legally carry a concealed pistol.

As a retired law enforcement officer, you have three options to consider:

- a) you may obtain a CPL through your county gun board,
- b) you may obtain authorization through federal law, or
- c) you may obtain certification through MCOLES.

Each option has its own requirements and restrictions, so what you decide will depend on your individual circumstance. Each option is explained in more detail in this article.

First, you may obtain a CPL as any other citizen, as issued by your local gun board (MCL 28.421-435). Your license will be valid for five years and renewal is quite simple. And, if you meet the definition of a retired law enforcement officer (MCL 28.421), you are exempt from the civilian pistol safety training course and you may enter pistol free zones, although your local gun board may have the ultimate authority to make these determinations. Also, as a Michigan CPL holder, you may carry concealed in those states with which we have reciprocity. For a listing of these states, go to www.michigan.gov/ag, click on "Public Integrity" then on "CCW Reciprocity." To view a video that provides an overview of the CCW law, visit www.michigan.gov/mcoles and click on "Programs and Services."



Another option is to obtain authorization through federal law. The Law Enforcement Officer Safety Act (LEOSA) allows you to carry concealed in any state (18 USC 926C). If you qualify as a retired law enforcement officer and meet the requirements of the law, you may obtain photographic identification from your former agency. Your agency must ensure that you meet Michigan's active duty firearms standard. However, the LEOSA authorization is valid only for one year. Yearly renewals may be difficult or costly for some retirees.

Finally, you may obtain certification through MCOLES. Many former agencies have decided not to qualify their retirees or issue ID cards. Therefore, you may ob-

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A MESSAGE FROM THE EXECUTIVE DIRECTOR.....

MCOLES has gone through many changes in the last several years. Much like most law enforcement agencies, we have downsized or right sized or just plain gotten smaller, all the while keeping or adding responsibilities. We have adjusted job responsibilities, combined tasks, or simply resolved to not perform others. Change is not all bad though. These financially stressful times have caused innovation, inspired cooperation, and made us examine all of our operations from top to bottom.



David L. Harvey

We continue to research new ways to offer training to the field in an affordable manner and in a way that agencies can get their officers to the training site. Ultimately at the end of the day, we need to focus on providing quality, up-to-date training, as lives depend upon it and the profession requires it. At the next Commission meeting, MCOLES will be proposing additional advisory standards for in-service training. In addition to the firearms standard already in place, the following disciplines will be recommended:

- Officer Safety
- Use of Force / Subject Control
- Legal Update
- Emergency Vehicle Operations

Again, these are offered as *advisory* and work in conjunction with the advisory standard of employment of 120 hours per year. While many aspects of our jobs have changed, one thing must remain constant and that is training. We will strive everyday to work with you and be your partner in that effort.

This issue of the MCOLES Newsletter also brings with it new changes, as we have opened it up to add guest columns from experts in our field. Staff will be providing more articles on applicable topics of interest. We are eliminating our column on Commission meetings, but you can still find out what happened at meetings, as we post all of the approved meeting minutes on the MCOLES Web site. I hope the change meets your needs and expectations and if you have any suggestions, please give us a call at 517-322-1417. Likewise, if you have an article you want to share, please e-mail it to us at msp-mcoles@michigan.gov.



CREATING POSSIBILITIES IN THE CLASSROOM: A NOTE TO LAW ENFORCEMENT INSTRUCTORS

We at MCOLES rely on hundreds of instructors across the state to deliver law enforcement training on our behalf, whether at basic recruit academies, regional training consortiums, or individual law enforcement agencies. Over the years the most common instructional method has been lecture, supported by PowerPoint. More recently, instructors have been increasingly using case studies, scenarios, practical exercises, and facilitated discussions to improve the training experience. As an instructor you have undoubtedly developed your own training style.

As you know from experience, those being trained have individual personality traits as well. Some officers may prefer conventional learning where instructors lecture, the officers listen, and everyone takes notes. Others may prefer visuals, where charts, graphs, and pictorials make much more sense. And still others may prefer hands-on exercises or role-play activities. But law enforcement training all too often focuses on basic knowledge and ignores the higher cognitive skills, the very skills necessary to make appropriate decisions and to solve problems on the job. We believe that training should blend both fundamental knowledge and decision-making to create true competency. Officers engage in discretionary acts every day and performing appropriately requires just the right combination of mechanical skills and sound judgment. The critical concept here is that both need to be developed during the training experience.

Training should also prepare officers for the split second decisions that often occur in life threatening, high-risk situations—choices that are made under extremely stressful conditions. For example, during emergency driving, officers are required to function in a rapidly changing environment. In fact, quick decisions may be required at several points during an emergency run or high speed pursuit. Decisions are often made in the blink of an eye. In training, spending too much time on a static cone course can be counterproductive unless decision-making components are included.

We believe the ultimate goal of training is to create a positive behavioral change on the job. So, what is the best approach to take? How should you proceed? Although there is no single teaching strategy that will resolve all the challenges you face, the educational research shows that training works best if instructors use adult learning and interactive teaching methodologies. The idea is to teach basic knowledge and higher order thinking at the same time. Think of decision-making as a conceptual bridge or link between basic knowledge and desired behavioral outcomes (performance). Higher cognitive development must be an essential component of your teaching strategy.

Consider firearms training. Completing a course of fire is important in order to reinforce specific mechanical skills, for example acquiring the target, reloading on the move, low light shooting, etc. But firearms training must also be performance-based and must address the ability of an officer to make appropriate decisions. In a shooting, what might be more important than shot placement is the decision to pull the trigger in the first place.

As an instructor, you may be uncertain how to proceed when first using interactive learning. Decision-making, as a higher cognitive skill, is abstract and conceptual, rather than concrete, which challenges you to move beyond traditional lecture and to experiment with a wider and richer range of teaching and learning methodologies. If you are not familiar with adult learning theory, do the research and start slowly. Include a few interactive training activities in your sessions and then build your expertise over time. Use a step-by-step approach. As a start, go on-line and research an approach called Problem-Based Learning.

For example, consider using one or more of the following in your next training session: table-top scenarios, case studies, panel discussions, reality-based scenarios, ethical dilemmas, articulation, performance, interactive discussions, writing, policy reviews, etc. The list is really endless and we routinely rely on the creativity of our instructors to consider a variety of training strategies as they prepare for classroom instruction.

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CREATING POSSIBILITIES IN THE CLASSROOM: A NOTE TO LAW ENFORCEMENT INSTRUCTORS

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Use lecture and PowerPoint sparingly. They are often used incorrectly and are quite boring. Don't read text on PowerPoint slides one after the other. Instead, connect with your audience by using the slides creatively. Use pictorials, graphs, and bulleted information. Officers learn what they perceive to be useful to them and their attention spans often depend on their interest in the training experience. And, if you use lecture, be sure to pace your presentation since your audience will start to tune-out after about ten minutes of listening to you. By pacing we mean to break the lecture into small segments spread over a period of time. At the end of the day, you may think you have shared all the important information, but realize that your officers will begin to forget as they walk out the door.

Be sure to connect training content with actual job responsibilities and make officers work hard to identify resolutions to issues and situations. You will never be able to identify the underlying, often hidden, misconceptions and misunderstandings of your audience unless you actively engage them in dialogs. Of course, basic knowledge and mechanical skills are important components of any training and should never be ignored. But if true competency is the ultimate goal the conceptual shift should be from "knowledge" to "knowing", where competency is based on the ability to perform in real life situations. The experts tell us that becoming fully engaged with training content, as opposed to passive learning, improves the brain's ability to embed information into long-term memory. Be prepared to experience initial resistance from your audience when using interactive techniques. Officers prefer passive learning—they don't like "activities."

Nevertheless, continue to interact with the class in a variety of ways.

From a training perspective real accountability exists. Determine how your training actually relates to what is done on the job and determine how the training will pay off for the officers. Officers come from real life experiences, enter a contrived training environment, and then return to real life experiences. You will have a limited amount of time to create competency or affect behavior in a positive way. It will be impossible to change behavior instantaneously in one training session because competencies build over a lifetime, but discussing issues in the open can be an important first step toward improved performance. Be sure the officers understand that there are consequences to their learning, consequences that may surface later when performing on the job. Classroom training eventually gives way to authentic calls for service with real victims and real complainants. Officers must be prepared to respond appropriately.

In summary, find ways to blend training content with decision-making using interactive teaching. Don't hesitate to experiment and bring the training content to life. Recognize that students are really partners in the learning process. Additionally, feel free to contact the Career Development Section of MCOLES for assistance. Our staff will be happy to explore various teaching strategies with you. Or, visit our Web site at www.michigan.gov/mcoles. You won't find any PowerPoint slides full of text, of course, but you may find some useful information. Good luck in your future training endeavors.

UPCOMING COMMISSION MEETING SCHEDULE

June 6, 2012.....	Grayling
September 19, 2012.....	Lansing
November 7, 2012.....	Lansing
December 12, 2012.....	Lansing

Commission Resolutions and Meeting Minutes can be found on the MCOLES Web site at www.michigan.gov/mcoles under the left menu links: "Commission Information", "Approved Commission Resolutions" or "Approved Meeting Minutes."

CARRYING CONCEALED AS A RETIRED LAW ENFORCEMENT OFFICER

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tain authorization pursuant to Michigan's Retired Law Enforcement Officer's Firearm Carry Act (MCL 28.511-527). The purpose of this state law is to establish procedures by which qualified retired law enforcement officers may carry concealed pursuant to LEOSA, with MCOLES acting as the "state" for certification purposes. State law authorizes us to issue certification, in the form of ID cards, on behalf of former agencies. You must meet all the requirements of the law, including the active duty firearms standard. Certification through MCOLES is valid for one year, so you must renew yearly. The ID card allows you to carry a concealed pistol in any state in the country.

Information regarding LEOSA resides on our Web site.

Visit www.michigan.gov/mcoles, click on "Programs and Services" and then on "Law Enforcement Officer Safety Act (LEOSA)."

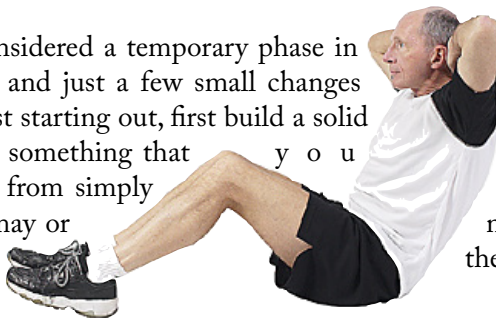
We hope this information is helpful as you weigh your options in retirement. But remember, as a regulatory agency, we do not provide legal advice or interpret legislation for the public or law enforcement agencies. Read through the laws cited here and visit our Web site. Then, should legal issues arise or you have questions regarding the application process, we encourage you to seek advice from your local gun board (through the clerk of the court), your former agency, or your personal legal representative.

SURVIVAL OF THE FITTEST

By KATHLEEN VONK

Just because you're not on the SRT team, a police cyclist, or a K-9 officer, as a law enforcement officer you don't have the right to let your fitness level fall by the wayside. You may have several years on the job and have noticed a gradual increase in your waistline, or just want to eat healthier and feel better. You may be fresh out of the academy and you've just signed up for your first 5k or Warrior Dash run. Maybe you've lost a foot pursuit recently and you're interested in improving your speed while carrying the additional weight we all carry in the form of a gun belt and body armor. You may realize the gravity of your position and want to maximize your potential for performing well in physical struggles which can turn lethal at a moment's notice. Keep in mind that there is one weapon always on-scene (yours), you may literally have the rest of your life to win that fight over your pistol. Whether you go home to your loved ones may depend not only on your training, but also on your level of physical fitness.

Getting fit should not be considered a temporary phase in much easier than you think, and just a few small changes and performance. If you're just starting out, first build a solid easy cardiovascular activity – something that you enjoy. The most frequent "success" stories stems from simply stairs. Jogging and running may or may not follow, but anything is better than nothing. Even getting up to change a tire with remote in hand.



life, but a process and permanent lifestyle. It's along the way can build a bridge to optimal fitness cardiovascular, strength, and power base through enjoy, so you'll stick with it. One of the most frequent "success" stories stems from simply stairs. Jogging and running may or may not follow, but anything is better than nothing. Even getting up to change a tire with remote in hand.

Simple body weight exercises can help build and maintain muscle mass, increase absolute strength, and increase your chances of surviving a life-threatening encounter whether initiated by a suspect or not. Pulling yourself up and into a window, pulling yourself up and out of a rollover when your lower body has been incapacitated, being able to push a suspect off or pull him in when you've been knocked to the ground – these are all basic necessities and can be optimized with simple resistance training. Some examples include push ups, sit ups, and pull ups which are simple, but outstanding exercises that can be done almost anywhere and require very little time. If you can't do full body plank push ups, start with an inclined platform such as

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SURVIVAL OF THE FITTEST

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a chair or bench, then work your way to the ground. Another option is to start from your knees but keep your body straight. Pull up assistance can be used to progress to full unassisted pull ups and even weighted pull ups; preferably at least the weight of your gun belt, body armor, and boots.

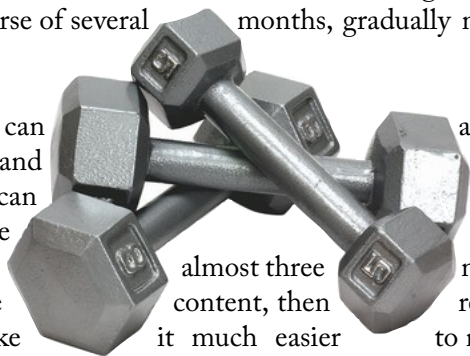
For an assist, all of the following are options:

- a partner to assist your lift at the waist
- a chair behind you for your feet
- a 1 ¾" exercise band to loop around a pull up bar
(put one ankle in the bottom of the loop and bend the knees)

Continue reps and sets over time until you are able to do the exercises with no assistance. Gradually add weight until you meet and even surpass the weight of your police equipment.

If you have access to barbells, dumbbells, medicine balls, or other weighted equipment, start with higher reps (15 reps) and lower weight, then over the course of several months, gradually move toward higher weight and lower reps (8 reps) to improve absolute strength.

Small initial nutritional changes can vegetables and minimize fatty and Simply eliminating soda with sugar can loss each week. Consider this: if one average person would have to run labels and taking note of the calorie be required to work it off, can make



almost three
content, then
it much easier

also make a world of difference. Add fruits and processed foods such as candy bars and chips. make the difference of one or two pounds of fat 20 ounce container of soda is 280 calories, the miles to burn off that beverage. By reading the relating it to how much physical activity would to make a healthier choice.

Set realistic goals that will be easy to track and rewarding to observe; this will ensure that you continue on the path to success. Once a solid base has been built, go ahead and delve into more functional training such as core rotational power and full body power. These activities will directly affect your performance on the street when engaged in a physical struggle. Start incorporating short, but high intensity intervals, into your cardio, such as hills or speed/incline on the treadmill or elliptical. Add more explosive movements to your lifting routine, such as the 3-D Dumbbell Matrix by Gary Gray: <http://www.youtube.com/watch?v=bXPyt3OIzfW>. Olympic lifts, such as the snatch and the clean/jerk, are also excellent exercises for full body power, however make sure seek and receive the proper instruction on conducting these exercises: <http://www.exrx.net/Lists/OlympicWeightlifting.html>.

Proper rest and recovery between sets and entire workouts, adequate sleep, appropriate nutritional intake for recovery and optimal performance (protein/carbohydrate/fat/fiber/fluid/electrolytes), and proper meal timing will round out the pathway for success on the street – where it matters most.

Watch for more detailed nutritional information in the next MCOLES newsletter.

Officer Kathleen Vonk has been a licensed law enforcement officer in the state of Michigan since 1988. She earned a BS in Exercise Science from Michigan State University and is the Physical Fitness Chair for the National Tactical Officer's Association (NTOA) and well as Column Editor for the National Strength and Conditioning Association's (NSCA) Tactical Strength and Conditioning (TSAC) program. She is a Certified Strength and Conditioning Specialist (CSCS) by the NSCA and a Health Promotion Director and Physical Fitness Specialist by the Cooper Institute. She can be reached at kathy@loukatakatical.com.

THE IMPORTANCE OF CAPTURING QUALITY MUG SHOTS

Mug shots are an important tool used by law enforcement to assist in identifying perpetrators of crime. Photo lineups have become the standard for having witnesses or victims of crime identify suspects. There are many examples from the past where prisoners have been set free due to inferior or “stacked” lineups where investigators unknowingly influenced the selection of the subject. The quality of the images taken greatly impacts what is considered to be a digitally compliant lineup. It is very important for all agencies to follow the best practice guidelines for the capture of mug shots, as no agency wants to put an innocent person behind bars, or conversely set a guilty person free.

Mug shots were first taken in the 1860's and pre-date all biometrics used by law enforcement today, including fingerprints. They were invented by Allen Pinkerton and were stored together in a “mug book” for future searches. With the maturity of this biometric, one would think mug shot capture would be down to a fine science and all images would meet an international standard, such as those set forth by the Facial Identification Scientific Work Group (FISWG), www.fiswig.org. FISWG is a group of agency representatives, academics, best practice practitioners, and vendors from across the world that was created by the Federal Bureau of Investigations (FBI) to set international standards on the capture and submission of mug shots as it applies to creating a gallery (database) for facial recognition. The Michigan State Police (MSP), with the participation of county sheriffs, Michigan Department of Corrections (MDOC), and local police departments across Michigan have developed a statewide mug shot database. The system is called the Statewide Network of Agency Photo's (SNAP) and is the statewide repository for mug shots, profile, and scars, marks, and tattoo (SMT) images managed by the Michigan State Police's Biometrics and Identification Division.

SNAP has over 7 million images with 3.3 million frontal images, 200,000 SMT's, and 3.5 million profile images. With SNAP, law enforcement can create digitally compliant lineups, conduct facial recognition (FR) searches, SMT searches, and any demographic search you can run from the arrest data submitted on Livescan fingerprinting devices. SNAP can accept up to 19 images per arrest, including nicknames, ‘also know as’ (AKA) and address information.

There is no cost to use the SNAP Program, however agencies must contribute to the system to use it. With the exception of Wayne County, all counties in Michigan provide central booking for the law enforcement agencies within their counties. If the sheriff's office contributes images to SNAP, from the county in which your agency is located, your agency is considered a contributing agency. SNAP is accessible through the Michigan Criminal Justice Information Network (MiCJIN) portal. In essence, SNAP is Allen Pinkerton's mug book with more images, more data, easy access, quick searches, and the ability to match unknown images against the database utilizing facial recognition algorithms.

Below is an example of a mug shot taken in 1895. The image is an excellent example of a frontal pose, even by today's standards. To the right of it, is an image taken in January 2012. So how can the highly trained, highly technical and educated law enforcement of today not capture a compliant image every time?



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THE IMPORTANCE OF CAPTURING QUALITY MUG SHOTS

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Lack of training or not understanding the importance of mug shots are factors to be considered. Many law enforcement officers enjoy the chase, but do not care much for the process that goes on after the offender has been apprehended. A jail deputy who works the booking area typically does a better job of capturing mug shots because they have been trained on the system, have more experience, and have the advantage of repetition. Booking officers serve an extremely valuable role in law enforcement by providing the biometric data used to solve thousands of crimes each year when no other leads exist.

Budget cuts have impacted law enforcement across the nation and departments have been forced to cut staffing levels, which has resulted in many officers having to book their own arrestees on a Livescan device instead of handing off to a booking officer. In these situations, it is imperative that the officers are trained to effectively utilize the equipment, and clear and concise operating instructions should be posted by the device. Thousands of crimes are solved each year by capturing a quality set of finger and palm prints as they are compared against the unsolved latent databases. With recent advances in technology, facial recognition has become a viable tool to assist in the identification process of unknown subjects as well. For facial recognition to be successful, agencies across Michigan must take quality mug shot images at the time of arrest. With the experience gained from participating in the FISWG work group, MSP has created up-to-date best capture guidelines for the capture of images. To request a copy of this document, please e-mail SNAP@michigan.gov.

Here are a few low cost tips to improve mug shot capture:

- A toe line or footprints where the subject stands for consistency.
- A reference point for the subject to look at to ensure the eyes are forward.
- A sliding mount for the camera to adjust for height of the subject.
- An example of a good and poor quality image posted by the camera.
- An example of all the images that need to be captured (profiles, SMT's, etc.).
- A supervisory review of image captures from each shift with critique.
- A minimum of a 4 megapixel camera.

The capture of all biometric data is extremely important, and to do so using the best practice methods will create quality statewide databases benefiting all law enforcement in Michigan. Taking quality images will also reduce thousands of dollars spent on future investigations and prevent more victims of crime.

This article was contributed by the Michigan State Police Biometrics Identification Division, Digital Image Analysis Section. For further information, please visit the MSP Web site at www.michigan.gov/msp or e-mail SNAP@michigan.gov.



SHERIFF BOSSCHER HONORED FOR SERVICE AS CHAIR AND VICE CHAIR OF MCOLES

Commission Chair Doreen Olko recognized Sheriff James Bosscher for his outstanding leadership to the Commission at the February 22, 2012, meeting. Sheriff Bosscher was originally appointed to the Commission in December of 2003, honorably representing the Michigan Sheriffs' Association. He served as Vice Chairperson from 2008 through 2009, and most recently as Chairperson from 2010 through 2011. Sheriff Bosscher has provided leadership in key law enforcement initiatives that have benefited Michigan's entire criminal justice community and has demonstrated outstanding dedication to his duties and responsibilities throughout his tenure on the Commission. We look forward to his continued service with MCOLES.



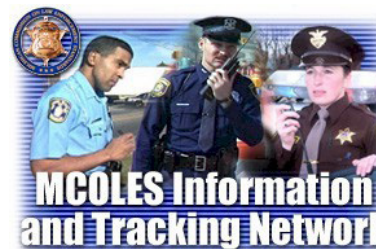
THE MCOLES NETWORK: HELPFUL REMINDERS

When hiring an individual that has never held a law enforcement license or a candidate that has gone through the Recognition of Prior Training & Experience Program (RPTEP), the following *five (5) documents* must be completed and faxed to MCOLES:

1. **Standards Compliance Report** ~ [a PDF document generated from the Network Web page].
2. **License Activation Report** ~ [a PDF document generated from the Network Web page].
3. **Oath of Office** ~ [prepared in-house].
4. **Release of Information** ~ [LEA User Guide, Appendix B, p 103].
5. **Affidavit** ~ [LEA User Guide, Appendix B, pps. 126-129].

Whenever a law enforcement agency changes its entity head, a **Law Enforcement Agency User Agreement Addendum** form must be faxed (517-316-0824) to MCOLES. The LEA User Agreement Addendum can be found on the MCOLES Web site at:

http://www.michigan.gov/documents/mcoles/LEA_User_Agency_Addendum_253640_7.pdf.



Training classes for new Network Operators are usually offered once a month. Register for training from the MCOLES Web page by filling out and submitting the electronic form at the following link: <http://www.michigan.gov/mcoles/0,4607,7-229-42523-148246--,00.html>. New Operators must also submit an **Operator Agreement**. The form can be accessed at the link above. After filling it out, print and fax to the Licensing Services Section at 517-316-0824.

Questions? Contact the Help Desk at 517-322-5615.

MICHIGAN STATE POLICE: PRECISION DRIVING FACILITY OFFERS TRAINING TO TEENAGERS



The Michigan State Police Precision Driving Facility provides regularly scheduled precision driving programs to law enforcement personnel from throughout the United States and Canada. Many of these programs include basic driving programs, instructor development programs, pursuit schools, and recruit driver training. Basic and advanced police motorcycle training is also offered through the Drive Track.

In 2007, the Precision Driving Unit began teaching teenage drivers due to the influx of teenage fatalities on the west side of the state. Since that time, the Precision Driving Unit has trained approximately 300 teenagers through the "Ford Driving Skills for Life Program" and approximately 600 teenagers through the "Train Like a Trooper Teenage Driving Program." The 8-hour program provides 7 hours of hands-on training and 1 hour of classroom instruction. Areas covered in the Trooper Driving Program and reinforced during practical exercises are:

- Defensive driving
- Skid control
- Serpentine control
- Controlled braking
- Evasive maneuvering
- Confined area maneuvering
- Off road recovery (emergency)



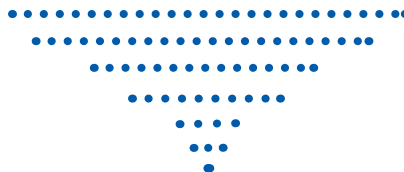
The Precision Driving Unit is scheduled to train another 150 teenagers during 2012.

Other programs conducted at the MSP Driving Facility are:



- Advanced Precision Driving (40 hour)
- Instructor School (80 hour)
- MSP In-Service Schools
- PIT (Precision Immobilization Technique)
- Basic and Advanced Motorcycle Schools
- Dignitary Protection
- Recruit School Training
- Lectures for Police Departments and Civilians
- Police Vehicle Evaluation
- Aftermarket Police Brake Pad Testing
- Aftermarket Police Tire Testing

For further information on these programs, visit the MSP Web site at www.michigan.gov/msp, click on the links "Specialized Divisions", "Training Division", "Precision Driving Unit". The MSP 2012 Training Division Course Catalog can also be viewed at: http://www.michigan.gov/documents/msp/Catalog_258792_7.pdf.



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Mr. Fred F. Timpner
Michigan Association of Police

MCOLES WELCOMES TWO NEW EMPLOYEES

Recently MCOLES welcomed two new staff members!

Ms. Joyce E. Nelson has joined the Career Development Section and will be working as a Curriculum and Standards Developer and will research, develop, and evaluate training specifications and standards for Michigan law enforcement officers and recruits. Ms. Nelson graduated from North Central University in March 2012 with a master's of business administration degree with a specialty in criminal justice. She also graduated from MSU's Staff and Command in June of 2011. Beginning in 1995, and until joining MCOLES, Joyce worked as an instructor at the Oakland Police Academy and also served as its assistant academy director since 2006. Her law enforcement career began as a police officer with the Novi Police Department for 11 years and included promotions to the rank of detective and sergeant. Joyce also worked as a police officer, sergeant, and lieutenant with the Lake Angelus Police Department. Joyce can be contacted at 517-636-0699 and her e-mail is nelsonj20@michigan.gov.



Also joining MCOLES as our new field representative is Mr. Michael R. Logghe. Mr. Logghe graduated from Ferris State University with a baccalaureate degree in criminal justice and completed the MCOLES basic training at Ferris. He was first employed as a police officer with the Fenton Police Department and then worked 23 years with the Ann Arbor Police Department, retiring as a lieutenant in 2009. He recently worked at Eastern Michigan University's Department of Public Safety and separated from the Little Traverse Bay Band of the Odawa Indian Tribal Police to join MCOLES. He is a graduate of the EMU's School of Police Staff and Command, was Ann Arbor's CALEA Accreditation coordinator, is a firearms instructor and armorer, and has experience as an investigator, field training officer, and shift commander. He is the author of the book, *True Crimes and the History of the Ann Arbor Police Department*. Mike will be working as a Field Representative in the Standards Compliance Section working with the following training academies: Northern Michigan University, Lake Superior State University, Kirtland Community College, Lansing Community College, Michigan State Police, and Washtenaw Community College. Mike can be contacted at 517-636-0698 and his e-mail is logghe@michigan.gov.



MCOLES STAFF & RESPONSIBILITIES

<u>NAME</u>	<u>PHONE NUMBER</u>	<u>E-MAIL</u>	<u>RESPONSIBILITIES</u>
<u>EXECUTIVE DIRECTION</u>			
David Harvey	517-322-1417	harveyd2@michigan.gov	Executive Director ~ Commission Issues; Legislative Issues; Budget Issues
Hermine Kramp	517-322-5621	kramph@michigan.gov	Deputy Executive Director ~ Administration; Commission Issues; Budget Issues; Legislative Issues
Jacquelyn Beeson	517-322-1417	beesonj@michigan.gov	Executive Secretary
<u>COMMISSION COUNSEL</u>			
John Szczubelek	517-322-5435	szczubelekj@michigan.gov	Commission legal matters
<u>CAREER DEVELOPMENT</u>			
Wayne Carlson, Manager	517-322-5614	carlsonw1@michigan.gov	CPL; EVO; Speed Measurement; Sexual Assault; Domestic Violence; Evaluation & Measurement
Patrick Hutting	517-322-3967	huttingp@michigan.gov	Medical Standards; LEOSA; In-Service Training; Special Use Requests
Danny Rosa	517-322-6449	rosad@michigan.gov	Licensing Examination; Testing; Firearms Standard; Use of Force; Evaluation & Measurement
Joyce Nelson	517-636-0699	nelsonj20@michigan.gov	Academy Training Curriculum; Teaching Methods; Training Standards
<u>STANDARDS COMPLIANCE</u>			
John Steele, Manager	517-322-3966	steelej@michigan.gov	Academy Issues; PA 330; Railroad
Darnell Blackburn	517-322-6637	blackbud@michigan.gov	DCC; MOTT OCC; WCR; MCJ; DPMA; WCS; WCC; PA 330
Lynn Ried	517-322-1949	riedl@michigan.gov	NWC; WSCC; FSU; GRCC; GVSU; KCC; KTA; Domestic Violence
Michael Logghe	517-636-0698	logghe@michigan.gov	NMU; LSSU; KCC; LCC; MSP; WCC
Larry Jones	517-322-5627	JonesL29@michigan.gov	License Revocation; Investigations; PSOB; FOIA Requests
Sandi Luther	517-322-6608	luthers@michigan.gov	Recognition of Prior Training & Experience Program (RPTEP); LERC
<u>LICENSING & ADMINISTRATIVE SERVICES</u>			
David Lee, Manager	517-322-5826	leeda@michigan.gov	Licensing; Records; Annual Registration; LED; MITN Development; SQL Inquiries; IT Research
Rhonda Hooson	517-322-5615	hoosonr@michigan.gov	Licensing; License Testing & R&W Test Data Collection; Operator Training & Agreements; Annual Registration; Railroad; CCW Training Programs & Instructors; Employment History Requests; Network Help Desk
Gina Saucedo	517-322- 5617	rosendall-saucedog@michigan.gov	MJT Fund; Grants; LED; TTL, Contract Administration
Debra Thelen	517-322-3968	thelend@michigan.gov	Payments; TTL; LED; Fiscal Review 302 Funds
Diane Horwath	517-322-1384	horwathd@michigan.gov	Web Site; Job Postings; Schedule PET / R&W Test Dates; Newsletter; Annual Report

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Please Note: MCOLES has added a Post Office Box Number to its mailing address.

106 W Allegan, Suite 600
P.O. Box 30633
Lansing, MI 48909

